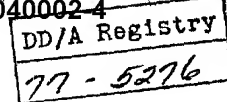


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22 SEP 1977

DD/A Registry  
File Personnel-17

MEMORANDUM FOR: Acting Deputy Director  
for Administration

FROM : F. W. M. Janney  
Director of Personnel

SUBJECT : Report of Voluntary Separations  
GS-12 and Above Staff Employees  
for the Period 1 April through  
30 June 1977. (U)

1. (U) This memorandum is for your information only.

2. (U/AIUO) Following is a summary of the voluntary separations of 11 Staff Employees, GS-12 and above for the period 1 April through 30 June 1977. Exit interview reports are attached as is a statistical comparison from FY 74 to present.

DIRECTORATE	SPS	GS-18	GS-17	GS-16	GS-15	GS-14	GS-13	GS-12	TOTAL
DCI Area	---	---	---	---	---	---	---	---	0
DDA	---	---	---	1	---	---	---	---	1
DDI	---	---	---	---	1	---	2	1	4
DDO	---	---	---	---	---	---	1	1	2
DDS&T	---	---	---	---	---	1	1	2	4
TOTALS	0	0	0	1	1	1	4	4	11

(U/AIUO) Of the 11, 9 were male and 2 were female. Their Agency service ranged from 15 months to 20 plus years (average: 8 years) and ages from 33 to 43 (average: 36). These averages for the past 7 quarters are 8 and 38 respectively.

3. (U/AIUO) It is interesting to note that the number of transfers to other government agencies (1 of 11 representing 9%) has dropped considerably and is the lowest of the previous 7 quarters. At the same time, the number entering private industry (7 of 11 representing 63%) has increased considerably and is the highest of the previous 7 quarters. (These figures are almost the complete reverse of the first quarter of 1975). A review of the past 7 quarters shows a constant decline in the numbers joining other federal agencies -- from 72% in the

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first quarter of 1975; and a constant increase in the numbers entering private industry -- from 9% in the first quarter of 1975. There are possibly several factors at work here: a) the nation's economy has been improving during the past year or so; b) society's attitudes about older workers and mandatory retirement seems to be shifting; c) the competition for federal jobs is apparently fierce as a recent Civil Service Commission study indicates that there are 76 applicants for every federal job; and d) there appears to be a surplus of college graduates who have no specialization. Any combination of these could have the effect of providing more opportunities in the private sector for older workers with some experience, and of drawing the young college graduates without specialities to the relative security of the government -- the nation's largest employer.

4. (U/AIUO) Job-related factors continued to play a large part in the decision of those resigning during this period as 45% (5) of the 11 resignees cited lack of promotion or advancement opportunities, lack of recognition, and a desire for career change as reasons for resigning. Personal factors continue to run a close second with 36% (4) reporting feelings of uncertainty about the Agency and its future; the strain of travel on family life; and the change in the quality and validity of the Agency's work.

5. (U/AIUO) While most of the resignees had some critical comments to record, all but one indicated that they would not rule out considering reemployment with the Agency. The exception is a female Operations Officer with more than 20 years service who remembers the way it was when the Agency was smaller, less open, and less restricted, and who apparently has become disillusioned with the changes that have been taking place in recent years. Favorable comments include expressions of satisfaction with the work (described variously as "stimulating", "exciting", "good"); the professionalism of the Agency; and the loyal, dedicated, capable people who work here.

6. (U/AIUO) Following is a statistical breakdown of voluntary resignations of staff employees GS-12 and above.

	<u>FY73</u>	<u>FY74</u>	<u>FY75</u>	<u>FY76</u>	<u>FY77</u>
Apr-May-Jun	<u>17</u>	<u>21</u>	<u>9</u>	<u>17</u>	<u>11</u>
Annual	56	71	69	67 (15 mo)	-
				49 (12 mo)	

STATINTL

Attachments

VOLUNTARY SEPARATIONS  
STAFF EMPLOYEES  
GS-12 AND ABOVE

95								
90								
85								
80								
75								
70								
65			1 Apr To 30 Jun	9	TQ 1 Jul To 30 Sep	18		
60		1 Apr To 30 Jun	21					
55								
50	1 Apr To 30 Jun	1 Jan 74 To 31 Mar	10	1 Jan 75 To 31 Mar	18	1 Apr To 30 Jun	17	
45								
40		1 Oct To 31 Dec	13	1 Oct To 31 Dec	19			
35	1 Jan 73 To 31 Apr					1 Apr To 30 Jun	11	
30								
25	1 Oct To 31 Dec	1 Jul To 30 Sep	27	1 Jul To 30 Sep	23	1 Jan 76 To 31 Mar	14	
20						1 Oct To 31 Dec	7	
15						1 Jul To 30 Sep	11	
10	1 Jul To 30 Sep						1 Jan 77 To 31 Mar	16
5							1 Oct To 31 Dec	9
0								
	FY73 56	FY74 71	FY75 69	FY76 67 (15 mos) 49 (12 mos)	FY77 36 (9 mos)			

STATINTL

Approved For Release 2002/01/10 : CIA-RDP80-00473A000600040002-4

**Next 12 Page(s) In Document Exempt**

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